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*Caption: A health Worker in Chemba District, Dodoma attending a client
Photo: BMF*

TANZANIA

USAID AFYA ENDELEFU

The USAID Afya Endelevu (“Sustainable Health”) activity supports the Government of Tanzania to address human resources for health (HRH) gaps at the national, regional, and local government levels. The purpose of the Afya Endelevu activity is to develop and implement sustainable approaches to HRH recruitment, deployment, and management. The activity also supports the delivery of quality HIV and reproductive, maternal and child health services, and facilitates effective transitioning of contracted health care workers into the Government of Tanzania's HRH system.

Tanzania is faced with a chronic shortage in the health sector that has undermined the achievement of national strategic health goals, including HIV epidemic control. According to the Human Resource for Health and Social Welfare Strategic Plan (2014-2019), the Government of Tanzania reported its official workforce vacancy rate in the health sector at about 56 percent. This is due to planning priorities, budgetary constraints, lack of qualified staff and attrition rates among the health workforce, especially in remote areas that have up to almost 70 percent shortages.

As a response, Afya Endelevu identifies health care worker requirements for specific unmet service delivery needs of each health facility. The activity supports in the reduction of HRH gaps in the short and long term by deploying skilled health care workers known as ‘fellows.’ These fellows work in health facilities that have unmet needs and facilitate the effective transition of contracted health care workers into Tanzania’s government HRH systems.

HRH support to Tanzania’s government includes evidence-driven HRH needs identification, recruitment, orientation, training, compensation, and supervision. In addition, the recipient will support key HRH policy actions and advocacy agendas that present more sustainable solutions for PEPFAR and reproductive, maternal and child health programs.

Program objectives include:

1. Support the allocation and deployment of the appropriate type and number of qualified health care workers at the facility and community levels for quality HIV prevention, care, treatment and reproductive, maternal and child health service delivery.
2. Strengthen the alignment of PEPFAR human resources for health support with Government of Tanzania HRH policies, practices, and guidelines.
3. Support Government of Tanzania HRH leadership and management systems through effective advocacy and implementation of policy action with critical stakeholders.

To achieve these objectives, the program collaborates with the Government of Tanzania and works jointly with USAID Service Delivery Partners to assess unmet HRH and service delivery needs. USAID's vision for this activity is to ensure the assistance addresses current HRH challenges in a manner that is both self-reliant and accountable. As a result, the activity will enhance the provision of quality reproductive, maternal and child health services, and HIV prevention, care and treatment.

EXPECTED RESULTS

- Allocate over 1,500 health workers as fellows to nearly 80 Local Government Authorities across the eighteen regions with HIV (11 regions) and Reproductive, Maternal and Child Health (7 regions) USAID supported programs
- Develop fellows transitional plan and establish a memorandum of understanding with the Government of Tanzania for transitioning contracted healthcare workers into public service
- About 70 percent of eligible contracted fellows transition to Tanzanian government public health facilities
- Establish an inventory that routinely maps the number and type of PEPFAR and other donor-supported health care workers in Tanzania
- Support to the Ministry of Health and PORALG on implementation of key HRH policies and establishment of additional cadres that are critical to the delivery of Reproductive, Maternal and Child Health and HIV services

BUDGET

\$33 million

DURATION

February 12, 2020 – February 11, 2025

ACTIVITY LOCATIONS

Iringa, Njombe, Morogoro, Lindi, Mtwara, Ruvuma, Arusha, Dodoma, Singida, Manyara, Kilimajaro, Kagera, Mara, Geita, Kigoma, Mwanza, Shinyanga, Simiyu

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